

Talent Scouting Leaders



“Baseball, hot dogs, apple pie and....” More people attend Major League Baseball (MLB) games than NFL, NBA and NHL combined, not to mention the estimated 3.5 million viewers per average game. So it makes sense that the US develops great baseball players, but it’s not the only one. Recently, my wife and I visited our son who is part of the training staff for the LA Dodgers’ farm teams in the Dominican Republic. All 30 MLB clubs have academies there, where baseball is the primary sport, providing around 10% of the MLB roster, including stand outs such as Albert Pujols, Jose Bautista, David Ortiz, Sammy Sosa, and Adrian Beltre. When you look at how professional baseball cultivates its talent,

compared to how we develop leaders, there’s a pretty big contrast. Most of the players our son trained were 16- to 20-year olds. Yet obviously scouting and talent grooming begin long before they make these teams. In the US, Little League runs for ages 5-16, moving kids from t-ball for fun to more competitive minor and major divisions. Top talent gets recruited for travel ball and high school teams. Universities then offer scholarships to the best. Scouts and coaches search for players with raw, natural talent, for the purpose of training and developing them.

Even though baseball is basically in the entertainment industry, the structure and gusto that go into talent scouting and development is impressive. Imagine if we invested the same energy into grooming leaders, who significantly impact the organizations they oversee. What would it look like for trained talent scouts to recruit raw up-and-comers into programs that intentionally and professionally groomed them? That is the goal of LeadYoung Institute, to serve as a talent scouting and development academy in the Conejo Valley. One goal is to train adults to know what to look for in identifying leadership talent and then have them nominate 10- to 18-year olds for more structured and accelerated training. While competitive in nature, the objective is to create opportunities for all who qualify, regardless of gender, ethnicity or ability to pay.



A recent survey noted that 70% of adults believe the world is in a leadership crisis. LeadYoung Institute is addressing this dilemma in an innovative manner, by identifying and developing leadership talent very early. Please join us in this endeavor to better society by improving the way we develop leaders. Our vision is that the Conejo Valley will become the best place on earth to grow up with leadership aptitude. (For more info, contact us at info@kidlead.com.)

-Alan E. Nelson, Ed.D. (Founder)